

House File 710 - Introduced

HOUSE FILE _____
BY WISE

Passed House, Date _____ Passed Senate, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to student achievement and teacher quality
2 through performance measures, standards, assessments, teacher
3 compensation, and education data collection, and making
4 appropriations to the department of education and the
5 department of management.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:
7 TLSB 2563YH 82
8 kh/es/88

PAG LIN

1 1 Section 1. SHORT TITLE. This Act shall be known and may
1 2 be cited as the "Twenty=First=Century Education Reform Act".

1 3 DEPARTMENT OF EDUCATION

1 4 Sec. 2. There is appropriated from the general fund of the
1 5 state to the department of education for the fiscal year
1 6 beginning July 1, 2007, and ending June 30, 2008, the
1 7 following amount, or so much thereof as is necessary, to be
1 8 used for the purposes designated:

1 9 1. STUDENT PERFORMANCE MEASURES AND STANDARDS
1 10 IDENTIFICATION.

1 11 For purposes of identifying student performance measures
1 12 and standards:

1 13 \$ 500,000

1 14 a. Funds appropriated pursuant to this section shall be
1 15 used by the department to do the following:

1 16 (1) Work with state and nationally recognized experts and
1 17 consultants, including education stakeholders who are involved
1 18 in prekindergarten through grade twelve, community colleges,
1 19 colleges and universities, and businesses, in the development
1 20 of state standards and necessary twenty=first=century
1 21 knowledge and skills that make evident to learners and the
1 22 public the expectations and fundamental requirements for a
1 23 chosen career path.

1 24 (2) Identify the criteria, indicators, and methods which
1 25 will ensure an ongoing review of the purposes of this section.

1 26 (3) Notify the appropriate education agencies and
1 27 institutions of these expectations.

1 28 (4) Make available on the department's website for public
1 29 review and comment a copy of the draft standards for a minimum
1 30 of forty=five days prior to submitting the proposal to the
1 31 state board of education for adoption as a rule.

1 32 b. The departments of economic development and workforce
1 33 development shall, upon request from the department of
1 34 education, provide such staff assistance and information as
1 35 necessary and reasonable relating to the identification of
2 1 21st century knowledge, skills, and job opportunities.

2 2 c. The department of education shall submit its findings
2 3 and recommendations related to the identification of student
2 4 performance measures and standards pursuant to this section in
2 5 a report to the general assembly by January 14, 2008.

2 6 2. TWENTY=FIRST=CENTURY EDUCATIONAL SYSTEM REDESIGN.

2 7 For purposes of employing experts and consultants to assist
2 8 the twenty=first=century commission for educational system
2 9 redesign and to implement the findings and recommendations of
2 10 the commission adopted by the state board of education:

2 11 \$ 900,000

2 12 3. DATA INFRASTRUCTURE FOR A PERFORMANCE=BASED EDUCATIONAL
2 13 SYSTEM.

2 14 For purposes of providing for an external analysis of the
2 15 requirements for Iowa to transition to a performance=based
2 16 teacher salary system:

2 17 \$ 500,000

2 18 The department of education shall issue a request for
 2 19 proposals to qualified entities for an external analysis
 2 20 assessing the requirements for Iowa to transition to a
 2 21 performance-based teacher salary system. Proposals submitted
 2 22 shall assure measurement of the academic content standards,
 2 23 opportunity-to-learn standards, business operational practices
 2 24 standards, as defined in section 7K.1, subsection 4, paragraph
 2 25 "d", if enacted, and teacher compensation standards and
 2 26 indicators. Based on the analysis, the department shall
 2 27 design an education data system to facilitate data collection
 2 28 and reporting of information associated with student
 2 29 performance, teacher performance, and system performance, and
 2 30 shall integrate appropriate measures into the longitudinal
 2 31 quantitative and qualitative management information system.

2 32 Sec. 3. 2006 Iowa Acts, chapter 1182, section 1,
 2 33 unnumbered paragraph 2, is amended to read as follows:
 2 34 For purposes, as provided in law, of the student
 2 35 achievement and teacher quality program established pursuant
 3 1 to chapter 284:

3 2	FY 2006=2007.....	\$104,343,894
3 3	FY 2007=2008.....	\$139,343,894
3 4		<u>289,343,894</u>
3 5	FY 2008=2009.....	\$174,343,894
3 6		<u>324,343,894</u>

3 7 DEPARTMENT OF MANAGEMENT

3 8 Sec. 4. INSTITUTE FOR TOMORROW'S WORKFORCE == DEVELOPMENT
 3 9 OF STANDARDS == OPERATIONS. There is appropriated from the
 3 10 general fund of the state to the department of management for
 3 11 the fiscal year beginning July 1, 2007, and ending June 30,
 3 12 2008, the following amount, or so much thereof as is
 3 13 necessary, to be used for the purposes designated:
 3 14 For development of business operational practices standards
 3 15 and opportunity-to-learn standards and for the operations of
 3 16 the institute for tomorrow's workforce:
 3 17 \$ 1,200,000
 3 18 From the funds appropriated pursuant to this section, up to
 3 19 \$300,000 may be used for the operations of the institute and
 3 20 up to \$900,000 may be used by the institute to develop the
 3 21 business operational practices standards and
 3 22 opportunity-to-learn standards.

3 23 Sec. 5. TWENTY-FIRST-CENTURY COMMISSION FOR EDUCATIONAL
 3 24 SYSTEM REDESIGN.

3 25 1. The department of education shall convene a
 3 26 twenty-first-century commission for educational system
 3 27 redesign to study the state system of support for a new
 3 28 performance-based, learner-centered educational delivery
 3 29 system and to address the changes required to redesign the
 3 30 department of education, area education agencies, and the
 3 31 public postsecondary system to prepare Iowa's learners for the
 3 32 challenges and opportunities of this century. The commission
 3 33 shall work with state and nationally recognized experts and
 3 34 consultants.

3 35 2. The membership of the commission shall include fifteen
 4 1 members who shall represent education stakeholders and public
 4 2 members with an interest in education. The commission shall
 4 3 elect a chairperson from the members of the commission.

4 4 3. The department of education shall provide staff
 4 5 assistance to the commission and the area education agencies,
 4 6 community colleges, and the departments of management and
 4 7 economic development shall provide information and assistance
 4 8 upon reasonable request by the commission.

4 9 4. The commission shall submit its findings and
 4 10 recommendations in a report to the general assembly, the
 4 11 governor, the department of education, and the institute for
 4 12 tomorrow's workforce by March 3, 2008.

4 13 Sec. 6. Section 7K.1, subsection 4, Code 2007, is amended
 4 14 by adding the following new paragraph:

4 15 NEW PARAGRAPH. d. Develop standards and criteria for
 4 16 common business operational practices and opportunity-to-learn
 4 17 standards related to student performance including but not
 4 18 limited to classifications for exceptional, strong,
 4 19 satisfactory, low, and unacceptable performance levels to be
 4 20 used to review and indicate when action must be taken by the
 4 21 state board of education and the department of education. The
 4 22 institute shall submit the standards and criteria in a report
 4 23 to the state board of education by December 1, 2007. For
 4 24 purposes of this paragraph and section 256.7, subsection 26,
 4 25 paragraph "e":

4 26 (1) "Academic content standards" or "academic learning
 4 27 standards" means at a minimum, expectations for
 4 28 twenty-first-century student knowledge and skills based, in

4 29 part, on standards developed by a nationally recognized
4 30 organization that administers nationally representative and
4 31 continuing assessments of student knowledge in various
4 32 subjects; the standards defined by leading states
4 33 participating in a leading advocacy organization focused on
4 34 infusing twenty-first-century skill into education; and any
4 35 standards adopted by the state board of education after
5 1 consultation with classroom practitioners, state postsecondary
5 2 institutions, businesses located in Iowa, and national
5 3 experts.

5 4 (2) "Business operational practices standards" means
5 5 standards that examine the efficiency with which school
5 6 districts deliver noninstructional educational services,
5 7 including but not limited to administration, maintenance and
5 8 operations, food service, and transportation.

5 9 (3) "Opportunity-to-learn standards" means the criteria
5 10 for, and the basis of, assessing the sufficiency or quality of
5 11 the resources, practices, and conditions necessary at each
5 12 level of the education system to provide all students with the
5 13 opportunity to learn the material in state academic content
5 14 standards and to assure that all schools have the continued
5 15 capacity to deliver quality education and are evaluated by
5 16 their delivery of quality educational opportunities to all
5 17 students.

5 18 Sec. 7. Section 256.7, subsection 26, Code 2007, is
5 19 amended to read as follows:

5 20 26. a. Set a goal of increasing to eighty percent the
5 21 number of students graduating from all secondary schools in
5 22 school districts in this state who have successfully completed
5 23 the core curriculum recommended by the college testing service
5 24 whose college entrance examination is taken by the majority of
5 25 Iowa's high school students. The state goal shall be
5 26 exclusive of students who have special or alternative means
5 27 for satisfying graduation requirements under individualized
5 28 educational plans developed for the students. The state board
5 29 shall require each school district to annually report,
5 30 beginning with the 2006=2007 school year, the percentage of
5 31 students graduating from high school in the school district
5 32 who complete the core curriculum. The school district shall
5 33 report, in the comprehensive school improvement plan submitted
5 34 in accordance with subsection 21, how the district plans to
5 35 increase the number of students completing the recommended
6 1 core curriculum. Taking into consideration the
6 2 recommendations of the college testing service whose college
6 3 entrance examination is taken by the majority of Iowa's high
6 4 school students, beginning with the students in the 2010=2011
6 5 school year graduating class, the requirements for high school
6 6 graduation for all students in school districts shall be four
6 7 years of English and language arts, three years of
6 8 mathematics, three years of science, and three years of social
6 9 studies. This paragraph is repealed effective June 30, 2008.

6 10 b. Adopt rules by July 1, 2008, which require completion,
6 11 as a minimum standard for high school graduation, of a core
6 12 curriculum developed by the department of education pursuant
6 13 to this paragraph and use of a nationally representative
6 14 assessment instrument to assess student learning as an
6 15 exit-level measurement of student achievement prior to a
6 16 student's graduation from high school. The core curriculum
6 17 shall do the following:

6 18 (1) Meet proficient or higher standards for
6 19 twenty-first-century preparedness as measured by nationally
6 20 recognized organizations which administer nationally
6 21 representative and continuing assessments of student knowledge
6 22 in various subject areas and internationally standardized
6 23 assessments of the knowledge and skills needed in adult life,
6 24 and by standards made explicit by a nationally recognized
6 25 network aligning kindergarten through grade twelve curriculum,
6 26 standards, assessments, and accountability policies with the
6 27 demands of college and work.

6 28 (2) Identify the content-area knowledge, skills, and
6 29 assessments necessary to accurately measure the content and
6 30 skills that will prepare students for the demands of this
6 31 century and for postsecondary learning and employment.

6 32 (3) Emphasize lifelong learning skills, including
6 33 information and communication skills, thinking and problem
6 34 solving skills, and interpersonal and self-directional skills.

6 35 (4) Ensure that at a minimum, twenty-first-century content
7 1 relating to global awareness, financial, economic, and
7 2 business literacy, and civic literacy is taught and learned.

7 3 (5) Include at a minimum English, reading or language
7 4 arts, mathematics, science, foreign languages, civics,

7 5 government, economics, arts, history, and geography.
7 6 (6) Expand upon basic competencies to achieve an
7 7 understanding of academic content at levels necessary for
7 8 success in postsecondary endeavors.
7 9 For purposes of this paragraph, "twenty-first-century
7 10 content" includes but is not limited to global awareness;
7 11 financial, economic business and entrepreneurial literacy;
7 12 civic literacy; health and wellness awareness; learning,
7 13 critical thinking, problem-solving, collaboration, study,
7 14 information and media literacy, and contextual learning
7 15 skills; and life skills including but not limited to
7 16 leadership, ethics, accountability, adaptability, personal
7 17 productivity, personal responsibility, social, self-direction,
7 18 and social responsibility.
7 19 c. Adopt academic content standards and assessments using
7 20 the national assessment of education progress as the benchmark
7 21 to ensure that Iowa's standards and assessments are
7 22 internationally competitive.

7 23 d. Adopt a goal of doubling by 2015, and tripling by 2020,
7 24 the number of students who earn a postsecondary degree or
7 25 certificate of employability as compared to 2007. The state
7 26 board shall report annually by January 15 to the general
7 27 assembly on the progress toward achieving this goal.

7 28 e. Adopt standards and criteria for common business
7 29 operational practices standards and opportunity-to-learn
7 30 standards related to student performance on academic content
7 31 standards pursuant to section 7K.1, subsection 4, paragraph
7 32 "d". Upon adoption of standards and criteria pursuant to this
7 33 paragraph, the department shall notify school districts of the
7 34 appropriate audit assessments to be used to assess student
7 35 performance on academic content standards. The department
8 1 shall provide school districts with technical assistance as
8 2 needed.

8 3 Sec. 8. Section 256.9, Code 2007, is amended by adding the
8 4 following new subsection:

8 5 NEW SUBSECTION. 55. Ensure that Iowa's students attain
8 6 twenty-first-century knowledge and skills by doing all of the
8 7 following:

8 8 a. Review the state's educational standards and
8 9 participate in a nationally recognized network aligning
8 10 kindergarten through grade twelve curriculum, standards,
8 11 assessments, and accountability policies with the demands of
8 12 college and work.

8 13 b. Adopt and apply program standards for quality early
8 14 childhood education, based upon national standards, to all
8 15 early childhood centers receiving state funding.

8 16 c. Determine effective, sustainable, and affordable
8 17 assessments, and employ new information technologies to
8 18 increase efficiency and timeliness of assessments which school
8 19 districts and accredited nonpublic schools may use to measure
8 20 twenty-first-century knowledge and skills.

8 21 d. Establish data collection and reporting and feedback
8 22 infrastructure to monitor improved performance at state and
8 23 local levels.

8 24 e. Require school districts to use twenty-first-century
8 25 tools to develop learning skills, specifically digital
8 26 technology and communication tools that access, manage,
8 27 integrate, and evaluate information, construct new knowledge,
8 28 and communicate with others in order to participate
8 29 effectively in society.

8 30 f. Encourage school districts to employ real-world
8 31 examples in teaching and learning opportunities, using
8 32 applications and experiences both inside and outside of
8 33 school, and through technological innovation, so learning is
8 34 relevant, engaging, and meaningful to students by expanding
8 35 learning beyond the classroom to communities, employers,

9 1 community members, and parents in order to reduce the
9 2 boundaries that separate schools from the real world.

9 3 Sec. 9. Section 256.11, subsection 10, unnumbered
9 4 paragraph 2, Code 2007, is amended to read as follows:

9 5 Phase I shall consist of annual monitoring by the
9 6 department of education of all accredited schools and school
9 7 districts for compliance with accreditation standards adopted
9 8 by the state board of education as provided in this section
9 9 and in section 256.7, subsection 26. The phase I monitoring
9 10 requires that accredited schools and school districts annually
9 11 complete accreditation compliance forms adopted by the state
9 12 board and file them with the department of education. Phase I
9 13 monitoring requires a comprehensive desk audit of all
9 14 accredited schools and school districts including review of
9 15 accreditation compliance forms, accreditation visit reports,

9 16 methods of administration reports, and reports submitted in
9 17 compliance with section 256.7, subsection 21, paragraph "a",
9 18 and section 280.12.
9 19 Sec. 10. Section 279.19, unnumbered paragraph 1, Code
9 20 2007, is amended to read as follows:
9 21 The first three consecutive years of employment of a
9 22 teacher in the same school district are a probationary period.
9 23 However, if the teacher has successfully completed a
9 24 probationary period of employment for another school district
9 25 located in Iowa, the probationary period in the current
9 26 district of employment shall not exceed one year. A board of
9 27 directors may waive the probationary period for any teacher
9 28 who previously has served a probationary period in another
9 29 school district and the board may extend the probationary
9 30 period for an additional year with the consent of the teacher.
9 31 At the end of the probationary period, a beginning teacher who
9 32 undergoes a comprehensive evaluation pursuant to section
9 33 284.5, subsection 6, and is determined to meet the
9 34 requirements of section 284.7, subsection 1, paragraph "b",
9 35 shall be promoted by the school district to the career teacher
10 1 level. The employment of a beginning teacher who fails to
10 2 meet the requirements of section 284.7, subsection 1,
10 3 paragraph "b", upon undergoing a comprehensive evaluation at
10 4 the end of the three-year probationary period shall be
10 5 terminated.

10 6 Sec. 11. Section 279.61, Code 2007, is amended to read as
10 7 follows:

10 8 279.61 STUDENT PLAN FOR PROGRESS TOWARD UNIVERSITY
10 9 ADMISSIONS == REPORT.

10 10 1. For the school year beginning July 1, ~~2006~~ 2007, and
10 11 each succeeding school year, the board of directors of each
10 12 school district shall cooperate with each student enrolled in
10 13 grade eight to develop for the student a core curriculum plan
10 14 to guide the student toward the goal of successfully
10 15 completing, at a minimum, the ~~model~~ core curriculum developed
10 16 by the state board of education required pursuant to section
10 17 256.7, subsection 26, by the time the student graduates from
10 18 high school. The plan shall include career options and shall
10 19 identify the coursework needed in grades nine through twelve
10 20 to support the student's postsecondary education and career
10 21 options. If the pupil is under eighteen years of age, the
10 22 pupil's parent or guardian shall sign the core curriculum plan
10 23 developed with the student and the signed plan shall be
10 24 included in the student's records.

10 25 2. For the school year beginning July 1, ~~2006~~ 2007, and
10 26 each succeeding school year, the board of directors of each
10 27 school district shall report annually to each student enrolled
10 28 in grades nine through twelve in the school district, and, if
10 29 the student is under the age of eighteen, to each student's
10 30 parent or guardian, the student's progress toward meeting the
10 31 goal of successfully completing the ~~model~~ core curriculum
10 32 developed by the state board of education required pursuant to
10 33 section 256.7, subsection 26.

10 34 Sec. 12. Section 284.5, subsection 4, Code 2007, is
10 35 amended to read as follows:

11 1 4. Each school district and area education agency shall
11 2 develop an initial beginning teacher mentoring and induction
11 3 plan. A school district shall include its plan in the school
11 4 district's comprehensive school improvement plan submitted
11 5 pursuant to section 256.7, subsection 21. The beginning
11 6 teacher mentoring and induction plan shall, at a minimum,
11 7 provide for a two-year sequence of induction program content
11 8 and activities to support the Iowa teaching standards and
11 9 beginning teacher professional and personal needs; mentor
11 10 training that includes, at a minimum, skills of classroom
11 11 demonstration and coaching, and district expectations for
11 12 beginning teacher competence on Iowa teaching standards;
11 13 placement of mentors and beginning teachers; the process for
11 14 dissolving mentor and beginning teacher partnerships; district
11 15 organizational support for release time for mentors and
11 16 beginning teachers to plan, provide demonstration of classroom
11 17 practices, observe teaching, and provide feedback; structure
11 18 for mentor selection and assignment of mentors to beginning
11 19 teachers; a district facilitator; and program evaluation.
11 20 Also under the plan, each beginning teacher shall receive
11 21 direct support with classroom management, the local academic
11 22 standards, and use of student assessment data and other
11 23 diagnostic tools available in the attendance center and the
11 24 school district.

11 25 Sec. 13. Section 284.7, subsection 1, paragraph a,
11 26 subparagraph (2), Code 2007, is amended to read as follows:

11 27 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a
11 28 beginning teacher shall be twenty-five thousand five hundred
11 29 dollars and the minimum salary for a beginning teacher
11 30 employed to teach in a hard-to-staff school or a teacher
11 31 shortage subject area, as designated by the department, shall
11 32 be thirty-five thousand dollars. For each succeeding fiscal
11 33 year, the minimum salary for a second-year beginning teacher
11 34 shall be at least the fortieth percentile of national teacher
11 35 salaries for teachers in their second year of teaching as
12 1 determined and set forth by the state board by rule.

12 2 Sec. 14. Section 284.7, subsection 1, paragraph b,
12 3 subparagraph (1), subparagraph subdivision (d), Code 2007, is
12 4 amended to read as follows:

12 5 (d) Participates in teacher career development as set
12 6 forth in this chapter, ~~and~~ demonstrates continuous improvement
12 7 in teaching and an understanding of local standards and
12 8 benchmarks for the subject area in which and grade level at
12 9 which the teacher is employed, and, with the support of the
12 10 teacher's supervisor, commits to student achievement goals
12 11 that result in year-end academic growth for the majority of
12 12 students receiving instruction.

12 13 Sec. 15. Section 284.7, subsection 1, paragraph b,
12 14 subparagraph (2), Code 2007, is amended to read as follows:

12 15 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a
12 16 first-year career teacher shall be ~~twenty-six ten~~ thousand
12 17 ~~five hundred~~ dollars and the minimum salary for all other
12 18 career teachers shall be twenty-seven thousand five hundred
12 19 dollars more than the teacher received in the prior year as a
12 20 beginning teacher in accordance with section 284.7, subsection
12 21 1, paragraph "a", subparagraph (2).

12 22 Sec. 16. Section 284.7, subsection 2, unnumbered paragraph
12 23 1, Code 2007, is amended by striking the unnumbered paragraph
12 24 and inserting in lieu thereof the following:

12 25 Beginning July 1, 2007, the following career path levels
12 26 are established and shall be implemented in accordance with
12 27 this chapter:

12 28 Sec. 17. Section 284.7, subsection 2, paragraph a,
12 29 subparagraph (2), Code 2007, is amended to read as follows:

12 30 (2) ~~It is the intent of the general assembly that the~~
12 31 participating district shall establish a Beginning July 1,
12 32 2007, the minimum salary for a career II teacher that is at
12 33 least five thousand dollars greater shall be twenty thousand
12 34 dollars more than the minimum career salary the teacher salary
12 35 received as a first-year career teacher. It is further
13 1 intended that the The district shall adopt a plan that
13 2 facilitates the transition of a career teacher to a career II
13 3 level.

13 4 Sec. 18. Section 284.7, subsection 2, paragraph a, Code
13 5 2007, is amended by adding the following new subparagraph:
13 6 NEW SUBPARAGRAPH. (3) A career II teacher shall implement
13 7 a program of teaching and learning that meets the needs of
13 8 students receiving instruction that incorporates
13 9 twenty-first-century skills, local academic standards,
13 10 leadership development, and applied learning. The teacher
13 11 shall also demonstrate an understanding of the local standards
13 12 and benchmarks, and the measures of student performance used
13 13 by the school district, with the support of the teacher's
13 14 supervisor, and shall commit to student achievement goals that
13 15 result in year-end academic growth for the majority of
13 16 students receiving instruction.

13 17 Sec. 19. Section 284.7, subsection 2, paragraph b,
13 18 subparagraph (2), Code 2007, is amended to read as follows:

13 19 (2) ~~It is the intent of the general assembly that the~~
13 20 participating district shall establish a Beginning July 1,
13 21 2007, the minimum salary for an advanced teacher that is shall
13 22 be at least thirteen thirty thousand five hundred dollars
13 23 greater more than the minimum salary the teacher received as a
13 24 first-year career teacher salary. In conjunction with the
13 25 development of the review panel pursuant to section 284.9, the
13 26 department shall make recommendations to the general assembly
13 27 by January 1, ~~2002~~ 2008, regarding the appropriate
13 28 district-to-district recognition for advanced teachers and
13 29 methods that facilitate the transition of a teacher to the
13 30 advanced level.

13 31 Sec. 20. Section 284.7, subsection 2, paragraph b, Code
13 32 2007, is amended by adding the following new subparagraph:

13 33 NEW SUBPARAGRAPH. (3) An advanced teacher shall meet the
13 34 requirements of a career II teacher, but may be asked to
13 35 provide leadership among colleagues within the school or
14 1 school district in which the advanced teacher is employed,
14 2 including but not limited to modeling professional practice

14 3 that demonstrates strategic pathways to superior year=end
14 4 academic growth for students.
14 5 Sec. 21. Section 284.7, subsections 4 and 5, Code 2007,
14 6 are amended to read as follows:
14 7 4. If a performance review for a teacher is conducted in
14 8 the fifth year of the teacher's status at the career level,
14 9 and indicates that the teacher's practice no longer meets the
14 10 standards for that level, a performance review shall be
14 11 conducted in the next following school year. If the
14 12 performance review establishes that the teacher's practice
14 13 fails to meet the standards for that level, the teacher shall
14 14 be ineligible for any additional pay increase other than a
14 15 cost-of-living increase. However, the teacher may appeal the
14 16 decision to an adjudicator under the process established under
14 17 section 279.17 or, if applicable, the grievance procedures
14 18 established pursuant to chapter 20.

14 19 5. A teacher employed in a district shall not receive less
14 20 compensation in that district than the teacher received in the
14 21 school year preceding participation, as set forth in section
14 22 284.4 due to implementation of this chapter. A teacher who
14 23 achieves national board for professional teaching standards
14 24 certification and meets the requirements of section 256.44
14 25 shall continue to receive the award as specified in section
14 26 256.44 in addition to the compensation set forth in this
14 27 section. Upon initial implementation of any of the career
14 28 path levels pursuant to this section, each teacher's prior
14 29 year salary and classification shall determine initial
14 30 placement within the career path levels.

14 31 Sec. 22. Section 284.7, Code 2007, is amended by adding
14 32 the following new subsection:
14 33 **NEW SUBSECTION.** 5A. Advancement by a teacher to the
14 34 career II level shall be by application of the teacher to the
14 35 school district on forms published by the department of
15 1 education. Advancement by a teacher to the advanced teacher
15 2 level shall be by application of the teacher to a review
15 3 panel, established pursuant to section 284.9, on forms
15 4 published by the department of education. Notwithstanding
15 5 section 284.8, subsection 3, or section 284.9, subsection 4,
15 6 the initial rejection of an application for advancement or for
15 7 recommendation cannot be appealed. However, if an application
15 8 for advancement to career II or advanced teacher level which
15 9 is submitted after one year has passed since the initial
15 10 application for advancement application, is rejected, or
15 11 recommendation not received, the teacher may appeal the
15 12 decision as provided in section 284.8, subsection 3, or
15 13 section 284.9, subsection 4, as applicable, or under the
15 14 grievance procedures of chapter 20, if applicable.

15 15 Sec. 23. Section 284.7, subsection 6, paragraphs a and b,
15 16 Code 2007, are amended to read as follows:

15 17 a. If the licensed employees of a school district or area
15 18 education agency receiving funds pursuant to section 284.13,
15 19 subsection 1, paragraph "h" or "i", for purposes of this
15 20 section, are organized under chapter 20 for collective
15 21 bargaining purposes, the board of directors and the certified
15 22 bargaining representative for the licensed employees shall
15 23 mutually agree upon a formula for distributing the funds among
15 24 the teachers employed by the school district or area education
15 25 agency. However, the school district must comply with the
15 26 salary minimums and requirements provided for in this section.
15 27 The parties shall follow the negotiation and bargaining
15 28 procedures specified in chapter 20 except that if the parties
15 29 reach an impasse, ~~neither~~ impasse procedures agreed to by the
15 30 parties ~~nor pursuant to sections 20.20 through 20.22 shall~~
15 31 ~~apply and the funds shall be paid as provided in paragraph~~

~~15 32 "b".~~ Negotiations under this section are subject to the scope
15 33 of negotiations specified in section 20.9. If a board of
15 34 directors and the certified bargaining representative for
15 35 licensed employees have not reached mutual agreement for the
16 1 distribution of funds received pursuant to section 284.13,
16 2 subsection 1, paragraph "h" or "i", by July 15 of the fiscal
16 3 year for which the funds are distributed, paragraph "b" of
16 4 this subsection shall apply.

16 5 b. If, once the minimum salary requirements of this
16 6 section have been met by the school district or area education
16 7 agency, and the school district or area education agency
16 8 receiving funds pursuant to section 284.13, subsection 1,
16 9 paragraph "h" or "i", for purposes of this section, and the
16 10 certified bargaining representative for the licensed employees
16 11 have not reached an agreement by July 15 for distribution of
16 12 the funds remaining, in accordance with paragraph "a", the
16 13 board of directors shall divide the funds remaining among

16 14 full-time teachers employed by the district or area education
16 15 agency whose regular compensation is equal to or greater than
16 16 the minimum career teacher salary specified in this section.
16 17 The payment amount for teachers employed on less than a
16 18 full-time basis shall be prorated.

16 19 EXPLANATION

16 20 This bill makes changes to the Code relating to student
16 21 achievement and teacher quality through performance measures,
16 22 standards, assessments, teacher compensation, and education
16 23 data collection, and makes related appropriations to the
16 24 department of education and the department of management. The
16 25 short title of the bill is the "Twenty-first-Century Education
16 26 Reform Act".

16 27 APPROPRIATIONS. The bill amends 2006 Iowa Acts to increase
16 28 the appropriations for FY 2007=2008 and FY 2008=2009 for the
16 29 student achievement and teacher quality program by \$150
16 30 million for each fiscal year. The bill also appropriates \$1.9
16 31 million from the general fund of the state for FY 2007=2008 to
16 32 the department of education for purposes of identifying
16 33 student performance measures and standards, employing experts
16 34 and consultants to assist the twenty-first-century commission
16 35 for educational system redesign and to implement the findings
17 1 and recommendations of the commission adopted by the state
17 2 board of education, and providing for an external analysis of
17 3 the requirements for Iowa to transition to a performance-based
17 4 teacher salary system.

17 5 The bill appropriates to the department of management from
17 6 the general fund of the state for FY 2007=2008, \$900,000 for
17 7 development of business operational practices standards and
17 8 opportunity-to-learn standards and \$300,000 for the operations
17 9 of the institute for tomorrow's workforce.

17 10 TWENTY-FIRST-CENTURY COMMISSION FOR EDUCATIONAL SYSTEM

17 11 REDESIGN. The bill directs the department of education to
17 12 convene a twenty-first-century commission for educational
17 13 system redesign to study the state system of support for a new
17 14 performance-based, learner-centered educational delivery
17 15 system and to address the changes required to redesign the
17 16 department, area education agencies, and the public
17 17 postsecondary system to prepare Iowa's learners for the
17 18 challenges and opportunities of this century. The membership
17 19 of the commission is to include 15 members who represent
17 20 education stakeholders and the public. The commission must
17 21 submit its findings and recommendations in a report to the
17 22 general assembly, the governor, the department, and the
17 23 institute for tomorrow's workforce by March 1, 2008.

17 24 INSTITUTE FOR TOMORROW'S WORKFORCE. The bill adds to the
17 25 institute for tomorrow's workforce's duties a requirement that
17 26 the institute develop standards and criteria for common
17 27 business operational practices and opportunity-to-learn
17 28 standards related to student performance on academic content
17 29 standards including but not limited to classifications for
17 30 exceptional, strong, satisfactory, low, and unacceptable
17 31 performance levels to be used to review and indicate when
17 32 action must be taken by the state board of education and the
17 33 department of education. The institute must submit the
17 34 standards and criteria in a report to the state board of
17 35 education by December 1, 2007.

18 1 STATE BOARD OF EDUCATION REQUIREMENTS. The bill provides
18 2 for the repeal, effective June 30, 2008, of a duty the state
18 3 board of education is charged with, that of setting a goal of
18 4 increasing to 80 percent the number of students graduating
18 5 from all secondary schools in school districts in this state
18 6 who have successfully completed the core curriculum.
18 7 Replacing that requirement is a requirement that the state
18 8 board adopt rules by July 1, 2008, which require completion,
18 9 as a minimum standard for high school graduation, of a core
18 10 curriculum developed by the department of education, and use
18 11 of the national assessment of educational progress to assess
18 12 student learning as an exit-level measurement of student
18 13 achievement prior to a student's graduation. The state board
18 14 is also directed to adopt academic content standards and
18 15 assessments; adopt a goal of doubling by 2015, then tripling
18 16 by 2020, the number of students who earn a postsecondary
18 17 degree or certificate of employability in 2007; and adopt
18 18 standards and criteria for common business operational
18 19 practices standards and opportunity-to-learn standards and to
18 20 provide school districts with technical assistance as needed.
18 21 Under the bill, the department must monitor school district
18 22 compliance with these new requirements under the accreditation
18 23 procedures of the educational standards. The bill makes a
18 24 conforming change.

18 25 DIRECTOR OF THE DEPARTMENT OF EDUCATION REQUIREMENTS. The
18 26 director of the department of education is directed to ensure
18 27 that Iowa's students attain twenty-first-century knowledge and
18 28 skills by reviewing the state's educational standards and
18 29 participating in a nationally recognized network aligning K-12
18 30 curriculum, standards, assessments, and accountability
18 31 policies with the demands of college and work; adopting and
18 32 applying program standards for quality early childhood
18 33 education, based upon national standards, to all early
18 34 childhood centers receiving state funding; determining
18 35 effective, sustainable, and affordable assessments, and
19 1 employing new information technologies to increase efficiency
19 2 and timeliness of assessments which school districts and
19 3 accredited nonpublic schools can use to measure
19 4 twenty-first-century knowledge and skills; establishing data
19 5 collection and reporting and feedback infrastructure to
19 6 monitor improved performance at state and local levels;
19 7 requiring school districts and accredited nonpublic schools to
19 8 use twenty-first-century tools to develop learning skills,
19 9 specifically digital technology and communication tools that
19 10 access, manage, integrate, and evaluate information, construct
19 11 new knowledge, and communicate with others in order to
19 12 participate effectively in society; and encouraging school
19 13 districts to employ real-world examples in teaching and
19 14 learning opportunities, using applications and experiences
19 15 both inside and outside of school, and through technological
19 16 innovation.

19 17 BEGINNING TEACHER/PROBATIONARY PERIOD. Under the bill, a
19 18 beginning teacher must either be promoted to career teacher or
19 19 terminated. Beginning teachers must receive direct support
19 20 with classroom management, local academic standards, and use
19 21 of student assessment data and other diagnostic tools as part
19 22 of the beginning teacher mentoring and induction plan.

19 23 MINIMUM TEACHER SALARIES. The bill provides that by July
19 24 1, 2007, the minimum salary for a beginning teacher employed
19 25 in a hard-to-staff school or in a teacher shortage subject
19 26 area is \$35,000. Regular teachers would still begin at
19 27 \$25,500. However, by the second year, the minimum salary for
19 28 a second-year beginning teacher shall be at least the 40th
19 29 percentile of teachers nationally in their second year of
19 30 teaching.

19 31 The bill begins the implementation of the career II teacher
19 32 and advanced teacher career path levels by providing that the
19 33 minimum salary for a first-year career teacher is \$10,000 more
19 34 than the teacher received in the prior year as a beginning
19 35 teacher, that the minimum salary for a career II teacher is
20 1 \$20,000 more than the teacher received as a first-year career
20 2 teacher, and that the minimum salary for an advanced teacher
20 3 is \$30,000 more than the teacher earned as a first-year career
20 4 teacher. The bill also gives career II and advanced teachers
20 5 additional duties.

20 6 The bill allows a teacher whose practice no longer meets
20 7 the standards, as indicated by a performance review, to appeal
20 8 the decision to an adjudicator or use the grievance procedures
20 9 of Code chapter 20 if applicable. The bill also establishes
20 10 the application and appeal or grievance opportunities for
20 11 teachers who wish to advance to career II or advanced teacher
20 12 levels.

20 13 A teacher's prior year salary and classification determines
20 14 the teacher's initial placement within the career path levels.

20 15 STUDENT ACHIEVEMENT AND TEACHER SALARY. The bill provides
20 16 that when licensed employees of a school district who are
20 17 organized under Code chapter 20 bargain with a school district
20 18 regarding a formula for distributing student achievement and
20 19 teacher salary funds, the school district must comply with the
20 20 requirements of the program and if the parties reach an
20 21 impasse, the impasse procedures agreed to by the parties
20 22 pursuant to Code chapter 20 apply. The bill establishes the
20 23 date of July 15 as the date by which an agreement must be
20 24 reached or the school board will divide remaining funds among
20 25 full-time teachers employed by the district or area education
20 26 agency whose regular compensation is equal to or greater than
20 27 the minimum career teacher salary specified.

20 28 LSB 2563YH 82

20 29 kh:rj/es/88